



# Florida Symphony Youth Orchestras

2025 – 2026

## **Membership Handbook**

Program Information

Policies and Procedures

PO Box 2328 | Winter Park, FL 32790 | 407.999.7800 | [www.fsyo.org](http://www.fsyo.org)

Florida Symphony Youth Orchestras empowers young musicians to achieve excellence and inspire their communities through a shared love of music.

# Table of Contents

<b>Welcome to FSYO's 69th Concert Season!</b>	<b>3</b>
<b>About FSYO</b>	<b>4</b>
Membership	4
Alumni	4
Tours, Awards, and Collaborations	5
<b>Staff &amp; Board of Directors</b>	<b>7</b>
Administrative Staff	7
Artistic Staff	7
Contact Information	7
Board of Directors	7
Ensemble Managers	7
<b>Personal Conduct &amp; Attendance Policies</b>	<b>8</b>
Equal Opportunity Policy	8
Personal Department	8
Artistic Standards	8
Use of Facilities	8
Rehearsal Etiquette	8
Rehearsal and Concert Attendance	8
General Member Guidelines	9
<b>Policies and Agreements</b>	<b>11</b>
Media Release & Hold Harmless Agreement	11
Harassment Policy	11
Sexual Harassment Policy	11
Dismissal from FSYO	11
<b>Tuition Payment</b>	<b>12</b>
<b>Concert Information</b>	<b>13</b>
Photography and Recording	13
Concert Tickets	13
What to Expect on Concert Days	13
Concert Uniforms	13
Symphonic Orchestra and Percussion Ensemble Concert Attire	13
Philharmonia Orchestra, Sinfonia Orchestra, and Prelude Orchestra Concert Attire	14
Overture Strings Orchestra Concert Attire	14
Alphonse Carlo Jazz Band and Joseph Wise Jazz Band Concert Attire	14
Outdoor Concert Attire	14
<b>Special Interest</b>	<b>15</b>
Communication	15
FSYO Weekly Newsletter	15
Remind101	15
Family Involvement / Volunteering	15
Community Service Hours	15
Scholarships and Awards	15
Private Instrument Teachers	16
FSYO Summer Programs	16
Small Ensemble Gigs	16
<b>Donate</b>	<b>17</b>
Individual Gifts	17
Corporate Support	17
<b>ACKNOWLEDGMENT &amp; RECEIPT OF FSYO'S POLICIES</b>	<b>18</b>

# Welcome to FSYO's 69th Concert Season!

Now entering its 69th Concert Season, Florida Symphony Youth Orchestras continues to educate and inspire Central Florida's top young musicians. The ensembles that make up FSYO all reflect a commitment to provide young musicians with the opportunity to strengthen their musical talents and develop an appreciation of the arts through music education. The Artistic Staff, Administrative Staff, and Board of Directors are all committed to bringing your members an exciting and challenging season of excellence!

FSYO's programs are carefully structured for members to grow with FSYO throughout their primary and secondary years. The full range of ensembles give every member a place to excel with peers at a similar level and an opportunity to collaborate with and learn from seasoned music professionals on the local and national levels.

Overture Strings introduces advancing string players to the ensemble experience, encourages responsibility and practice along the way, and helps instill a love for orchestral playing. Prelude Orchestra is an intermediate level string orchestra where members regularly rotate chair seating which encourages exploration, leadership, and musicality while playing as part of a whole. Sinfonia Orchestra invites members into a larger ensemble experience where they learn the intricacies of playing in a full orchestra (strings, winds, brass, percussion) while performing repertoire that focuses on furthering technique, musicianship, and leadership. Philharmonia Orchestra is an advanced full orchestra where members play standard classical literature and perform in a number of concert experiences. Symphonic Orchestra is a pre-professional, conservatory-level orchestra, in which members are challenged with exceptionally difficult literature and perform at a number of extra concerts and engagements throughout the year. FSYO's Alphonse Carlo & Joseph Wise Jazz Bands are 17-20 piece ensembles that focus on the study of big band jazz music. Percussion Ensemble provides an opportunity for percussionists to delve into the rich variety of literature written for percussion, and these musicians simultaneously serve all of our classical orchestras in preparation and performance of their literature.

For any questions, concerns or feedback, please feel free to contact the FSYO Office by phoning 407.999.7800, or by emailing [operations@fsyo.org](mailto:operations@fsyo.org).

Here's to the best year yet!

**Samuel Thomas**, Board of Directors President

**Abigail Tran**, Executive Director

# About FSYO

Florida Symphony Youth Orchestras is a non-profit 501(c)(3) organization that has been serving Central Florida for over 69 years. In the early 1950's, Rollins College music professor, Alphonse Carlo, recognized a need for a youth orchestra and organized free Saturday classes for string students with a dream of forming a youth orchestra. The youth orchestra grew in popularity through 1957 and staged its first public concert in November 1959 with 59 members. For the first 20 years, FSYO was jointly supported by both Rollins College and the Florida Symphony Orchestra.

Today, FSYO serves almost 350 members and is comprised of eight ensembles - three symphony orchestras, two string-training orchestras, a percussion ensemble, two jazz bands - and one supplementary program, Stringmania Summer Camp. FSYO programs are carefully structured to encourage member growth with FSYO throughout their primary and secondary years. The full range of ensembles gives each member a place to excel with peers at a similar level and an opportunity to collaborate with seasoned music professionals on local, national, and international levels. During the summer, touring ensemble member participate in life-changing experiences of organized tours, alternating between international and national travel every other year.

## Membership

Membership in Florida Symphony Youth Orchestras is by invitation only, following competitive entrance auditions. Ensuring equality and the opportunity for growth, membership renewal is not automatically guaranteed, as all members must reaudition each year. Participation in FSYO requires a substantial commitment to weekly rehearsals, practice hours, and concert performances.

FSYO has set age guidelines for each orchestra. The majority of FSYO members fit into the following age groups, but, upon request, exceptions are considered on a case-by-case basis at the discretion of the FSYO Board of Directors, in consultation with the conductors:

- Overture Strings:** Students ages 9 to 12
- Prelude Orchestra:** Students ages 10 to 15
- Sinfonia Orchestra:** Students ages 11 to 16
- Philharmonia Orchestra:** Students ages 12 to 18
- Symphonic Orchestra:** Students ages 14 to 20
- Percussion Ensemble:** Students ages 13 to 20
- Joseph Wise Jazz Band:** students ages 12 to 18
- Alphonse Carlo Jazz Band:** Students ages 14 to 20

## Alumni

Many graduates from FSYO go on to pursue careers in professional music as they play with the nation's top orchestras and jazz bands or teach our nation's youth in the classroom. Additionally, our alumni hold leading positions in the fields of medicine, law, and business, with a few playing a role in the life of FSYO today. The leadership, thoughtfulness, and independence learned through music education help guide our members throughout their lives.

FSYO is proud to have sent alumni to the nation's top colleges and collegiate music conservatories including:

- The Boston Conservatory
- Carnegie Mellon University
- Duke University
- Eastman School of Music
- Harvard University
- The Johns Hopkins University
- The Juilliard School
- Manhattan School of Music
- New England Conservatory
- New York University
- Oberlin Conservatory
- University of Pennsylvania
- Vanderbilt University
- Yale University

## **Tours, Awards, and Collaborations**

- In 1989, FSYO's Tour Orchestra premiered at Carnegie Hall in New York, NY.
- In 1991, FSYO's Tour Orchestra premiered at Symphony Hall in Boston, MA.
- In Summer 1993, FSYO musicians served as Cultural Youth Ambassadors in a performance tour to Basel, Switzerland and Barcelona, Spain. The following Spring 1994, FSYO hosted the Basel Orchestra for joint concerts in Orlando, FL.
- In Summer 1995, sixty musicians from FSYO's Tour Orchestra toured and performed in Great Britain. In the following Summer 1996, the musicians from the East Herts Music Centre Orchestra reciprocated and traveled to the U.S. to perform with FSYO at Epcot as well as a standing-room-only concert at Seminole Community College.
- In Summer 1997, FSYO Tour Orchestra traveled to Australia to perform in the Sydney Youth Musicale, participating in home-stays, concerts, and tours. The tour culminated in a performance at the world-renowned Sydney Opera House.
- In Summer 1999, forty-six musicians from FSYO's Tour Orchestra visited Munich, Salzburg, Vienna, and Prague with performances in Salzburg, Vienna, and Marionkron, Austria. In Vienna, the orchestra competed in the 28th International Youth and Music Festival, winning Second Place in the Youth Orchestra Division against European youth orchestras that included members up to age 29.
- In Summer 2002, FSYO was extremely proud to be one of six youth orchestras from across the U.S. selected by audition to participate in the prestigious National Youth Orchestra Festival in Sarasota, Florida.
- In Summer 2004, FSYO's Tour Orchestra traveled to Washington, D.C., performing with Martin Hackleman, Principal Horn of the National Symphony, and participating in Master Classes with the Baltimore Symphony.
- In the 2010-2011 Season, internationally acclaimed violinist Nadja Solerno-Sonnenberg collaborated with FSYO for a series of rehearsals, culminating in a concert performance of Mendelssohn's Violin Concerto with the Symphonic Orchestra for an audience of more than 1,200 at the Bob Carr Theater.
- In the 2011-2012 Season, FSYO received a significant grant from the Josh Groban Foundation, leading to a backstage meet and greet for select FSYO members during Groban's "Straight to You" Concert Tour.
- In the 2012-2013 Season, FSYO raised over \$18,000 to support the creation of the Carl Rendek Scholarship Award.
- In the 2013-2014 Season, FSYO launched its beginning violin program: Sing-Song, String-Along.
- In the 2015-2016 Season, FSYO expanded its program offerings by forming the Chamber Orchestra, originally led by Dr. Mauricio Céspedes Rivero.
- In the 2016-2017 Season, FSYO's 60th Season, FSYO named Mr. Hanrich Claassen as Music Director.
- In Summer 2017, FSYO's Tour Orchestra embarked on a two-week tour to Salzburg, Austria and Prague, Czech Republic, launching FSYO's bi-yearly International Tour. Members participated in the Summa Cum Laude International Youth Music Festival in Vienna and received Second Place with Outstanding Success in the Symphony Orchestra category.
- In the 2017-2018 Season, FSYO expanded its program offerings by forming a Jazz Orchestra, originally led by Mr. Jeff Rupert. The great success of the Jazz Orchestra led to the addition of Jazz Orchestra II in the 2018-2019 Season, originally led by Mr. Kenneth Boyd.
- In Summer 2018, FSYO launched its bi-yearly Continental Tour, with the inaugural 2018 tour spanning the East Coast. During the tour, FSYO's Tour Orchestra visited Charleston, SC, Washington D.C., and New York, NY, performing at the College of Charleston Sottile Theatre and in DCINY's "Song/Play" program at Carnegie Hall.
- In Summer 2019, FSYO embarked on a ten-day tour of China, performing in world-class venues in Beijing, Xi'an, Hangzhou, and Shanghai.
- In March 2020, FSYO's Symphonic Orchestra participated in the ASTA National Orchestra Festival, receiving first place in the youth symphony orchestra division.
- In Summer of 2021, FSYO traveled to Miami, FL, for a 3-day tour - one of the first orchestras to begin touring again post COVID-19.
- In the 2021-2022 Season, FSYO's 65th Season, FSYO named Dr. James O. Welsch as Music Director.
- In the 2022-2023 Season, FSYO expanded its program offerings by forming the Percussion Ensemble, originally led by Mr. Paul Yorke.
- In the 2022-2023 Season, FSYO hosted its inaugural Invitational featuring Oklahoma State University's Faculty Brass Ensemble. During the Invitational, the visiting Guest Artist Ensemble clinics with FSYO Members as well as local school programs in Central Florida. The instrumentation of the group rotates between Strings, Winds, Brass, and Jazz personnel.
- In the 2022-2023 Season, FSYO created the Student Engagement Council (SEC) which is a group of members elected by their peers to increase the camaraderie between members outside of rehearsals and concerts.
- In the 2022-2023 Season, FSYO hosted the first ever Play-a-thon in March, raising money to help support the organization. Play-a-thon is a community wide event that encourages the members, Artistic Staff, Administrative Staff, and Board of Directors to raise money in support of music education. The fundraising period is 3 weeks long and culminates into a free performance for the public at the Walt Disney Amphitheater at Lake Eola Park..

- In the Summer of 2023, FSYO's Tour Program expanded to include both a Tour Orchestra and Tour Jazz Band. Together, the Tour Ensembles traveled to Italy for a 12 day tour and performed in Pavia, Padua, Perugia, and Rome while visiting Milan, Venice, Perugia, Pavia, Florence, Orvieto, and Rome.
- In the summer of 2024, FSYO embarked on a domestic tour, performing and touring university music programs along the way. Stops included Nashville and Belmont University, Bloomington and Jacobs School of Music, and Atlanta, with the final destination being Chicago and Northwestern University.
- In the 2024-2025 Season, FSYO's 68th Season, FSYO named Mr. Charles Watford as Music Director.
- In the 2024-2025 Season, FSYO expanded its program offerings by forming the Sinfonia Orchestra, originally led by Ms. Andrea Reynolds.
- In the Summer of 2025, FSYO's Tour Orchestra and Tour Jazz Band made its debut in Japan on a 12 day tour and performed in Urayasu City, Gifu, and Hiroshima while visiting Tokyo, Urayasu City, Nagoya, Gifu, Hiroshima, Osaka, Kyoto, and Nara. During this tour, the Tour Orchestra collaborated with the Urayasu Youth Orchestra, Gifu University Orchestra, and Hiroshima Youth Orchestra in side-by-side performances.

# Staff & Board of Directors

## Administrative Staff

**Executive Director:** Abigail Tran (she/her), [agoodin@fsyo.org](mailto:agoodin@fsyo.org)  
**Development Coordinator:** Cameron Frye (she/her), [cfrye@fsyo.org](mailto:cfrye@fsyo.org)  
**Marketing Coordinator:** Logan Faulkner (she/her), [marketing@fsyo.org](mailto:marketing@fsyo.org)  
**Operations Manager:** Ray Moscarella (he/him), [operations@fsyo.org](mailto:operations@fsyo.org)  
**Operations Coordinator:** Roy Liu (he/him), [operations@fsyo.org](mailto:operations@fsyo.org)

## Artistic Staff

**Music Director & Symphonic Orchestra Conductor:** Mr. Charles Watford (he/him)  
**Philharmonia Orchestra Conductor:** Mr. Matthew Davis (he/him)  
**Sinfonia Orchestra Conductor:** Ms. Andrea Reynolds (she/her)  
**Prelude Orchestra Conductor:** Ms. Sarah Morrison (she/her)  
**Overture Strings Conductor:** Dr. Jeannine Mongeon (she/her)  
**Percussion Ensemble Director:** Mr. Jaysen Rosario (he/him)  
**Jazz Director & Alphonse Carlo Jazz Band Conductor:** Mr. Kenneth Boyd (he/him)  
**Joseph Wise Jazz Band Conductor:** Mr. Marc Kolodinsky

## Contact Information

**Mailing Address:** P.O. Box 2328, Winter Park, FL 32790  
**Office Phone:** 407.999.7800  
**General Email Inquiries:** [info@fsyo.org](mailto:info@fsyo.org)

## Board of Directors

**President:** Alan Gerber, Valencia College  
**Vice President:** Seiji Shiraishi, Atlas Financial Partners LLC  
**Treasurer:** Dr. Regina Hightower, Royale Heights Consulting, LLC / FSYO Alumni Parent  
**Secretary:** Julie Capps, Orlando Utilities Commission / FSYO Alum Parent

- Sheila Levi-Aland, Valencia College / FSYO Parent
- Edwin Fee Jr., Orlando Utilities Commission / FSYO Alumni Parent
- Rebecca Hull, Siemens Corporation / Alum
- Stella Keiner, GrayRobinson, P.A.
- Dr. Tremon Kizer, University of Central Florida
- Pataraporn Smitasin, Tinuiti Inc. / Alum
- Dr. Jessica Hall Speak, Stetson University & Flarent Inc. / FSYO Parent
- Samuel Thomas, Ernst & Young, LLP

Interested in joining the FSYO Board? Applications are available online at <https://fsyo.org/about-us/board.html>.

## Ensemble Managers

Florida Symphony Youth Orchestras' Ensemble Managers are the key volunteers for FSYO and act as a liaison between the Administrative Team and the members during rehearsals and concerts, ensuring that members are informed on all forthcoming information, have all necessary music, and are kept safe and secure on site and off.

Each FSYO Ensemble houses volunteer Ensemble Managers for the entirety of the season. The FSYO Ensemble Managers are selected during the summer by the FSYO Staff.

# Personal Conduct & Attendance Policies

## Equal Opportunity Policy

FSYO admits qualifying students of any race, religion, color, and national or ethnic origin to all the programs and activities generally accorded or made available to its members. It does not unlawfully discriminate on the basis of race, color, religion, disability, nationality, sexual orientation, or ethnicity in administration of its educational policies, admission policies, scholarship programs, or other programs it administers.

## Personal Deportment

FSYO members should conduct themselves in a professional manner at all times during rehearsals, sectionals, performances, and all other FSYO functions. This means alert, observant, and courteous attention, enthusiasm for the activities, and attention to all directions given by the conductors and staff. Failure to do so may result in immediate dismissal from the FSYO program, at the discretion of the Board of Directors and staff.

In some cases, FSYO Staff may notify an FSYO member of an area for improvement in personal deportment. Members so notified must show improvement in the designated areas of deportment within a reasonable time frame as determined. Disruptive behavior, sexual harassment, and drug use will not be tolerated. Members failing to comply may be immediately dismissed from the FSYO program.

## Artistic Standards

FSYO is dedicated to promoting, encouraging, and maintaining high artistic standards. Each member is strongly encouraged to study with a private instructor to maintain consistent progress on their instrument and repertoire. A list of private teachers who currently instruct FSYO members is available at [www.fsyo.org](http://www.fsyo.org).

FSYO is **NOT** a substitute for school music programs as it was designed to **supplement, not replace**, school music programs. Members of FSYO are expected, when possible, to participate in and be good standing members with the music courses appropriate to their instrument at the school they attend. The school music program is an excellent place to learn and gain valuable experience, and it provides students an access to All-State and All-County groups, as well as District and State Solo and Ensemble Festivals.

## Use of Facilities

FSYO members will respect the rules, premises, and instruments found at all rehearsal and concert locations. When on site, members should not enter closed off areas, nor should they exit the property with an adult without explicit permission and accompaniment from one of the Ensemble Managers or parent/guardian.

## Rehearsal Etiquette

Musicians are expected to take personal responsibility for the following:

- Be seated, warmed up, tuned, and ready by the start time of each rehearsal and conductor's first downbeat
- Have the current music in their folder and on their stand
- Have a pencil for note taking
- Have extra instrument supplies in their cases (strings, reeds, mutes, etc.)
- Restrain from the use of an electronic device during all rehearsals and concerts

*Electronic device usage is **prohibited** during rehearsals and concerts. You may use your devices before rehearsal and during the break. If device usage is observed, your device will be confiscated and then returned to you after the rehearsal or concert. A follow up discussion will take place with your parent/guardian, and disciplinary action may be taken for repeated offenses.*

## Rehearsal and Concert Attendance

Being a member of an FSYO ensemble is both a privilege and a responsibility. Consistent participation of each individual at weekly rehearsals results in successful performances.

- Each member is allowed **one absence per concert cycle** (cycles outlined below), regardless of the absence being excused or unexcused. Two tardy arrival or early dismissal markings equals one absence. To remain in good standing, a member cannot exceed the allowed one absence per cycle. If an emergency situation arises, please notify the Operations Team as soon as possible at [operations@fsyo.org](mailto:operations@fsyo.org), OR complete the Absence Request Form located on the website.
- After the second absence in a concert cycle, the member is required to attend a meeting with their conductor, the Music Director, the Operations Manager, and their parent(s). A third absence within one Concert Cycle may result in the member not being allowed to perform on the upcoming concert, disciplinary action, or dismissal from FSYO.

- The FSYO Operations Team keeps track of all attendance. If you have a question about your standing, please see them for your records.
- Good standing is tracked throughout the season and compiled in a Merit Point total for each member. Merit Points are used to identify members for awards, scholarships, and ensemble placement.
- On Concert Days, members **cannot** leave the venue after rehearsal and before they perform. Once a member arrives, they are required to stay on the premises until the concert ends. Additionally, after you have performed with your ensemble, you are expected to stay and listen to the remainder of the concert.

#### Concert Cycles

- **Cycle 1:** First Rehearsal (Aug 17) to your Season Opener (Oct 26)
- **Cycle 2:** Rehearsal following your Season Opener (Nov 2) to Season's Greetings from the Garden (Dec 14)
- **Cycle 3:** Rehearsal following Winter Break (Jan 11) to Play-a-thon (Mar 8)
- **Cycle 4:** Rehearsal following Play-a-thon (Mar 22) to your Season Finale (May 10)

#### Absence Request Form

Please notify FSYO of any absences by completing the Absence Request Form. This form can be found at the top of every Weekly Email and on FSYO's website under the Parent/Members/Documents tab. All submitted forms should be completed as soon as a member knows they will be absent.

#### Unexpected Absences

- Contact the FSYO Operations Team by email at least two hours before the scheduled event. **Do NOT call the FSYO Office.**
- FSYO understands that personal and family emergencies happen. Whether or not unexpected absences are counted toward your good standing is handled on a case-by-case basis.

#### Tardy Arrival / Early Departure

- A tardy arrival is when you walk into rehearsal after tuning has begun, and an early departure is when you walk out of rehearsal prior to the conductor dismissing the ensemble. Tardies and early departures are **NOT** acceptable in any FSYO ensemble, and both instances are recorded/communicated on a weekly basis to the Administrative and Artistic Staff.
- **Two** instances of a tardy arrival or early departure count as one absence.
- Members typically need **15 to 30 minutes** of personal warm-up before a rehearsal. "Being early to an event is being on time; being on time to an event is being late."

#### Scheduling a Missed Rehearsal

- Personally speak with your conductor at least **two weeks** in advance about the situation, and complete the digital FSYO Absence Request Form found on the FSYO website. Verbal confirmation is unacceptable, and the absence will be marked as Unexcused.
- To remain in good standing, each member must not have more than one absence per concert cycle. Two tardy or early departure markings equal one absence.

#### Scheduling a Missed Concert

- Personally speak with your Conductor at least **one month** in advance about your situation, and work with your Conductor and the FSYO Operations Team to complete the **digital FSYO Absence Request Form** found online. Verbal confirmation is unacceptable.
- Any member who misses a concert without prior approval from their conductor may be subject to suspension for the remainder of the year. In some cases, members are the only person playing a part, so an absence at a concert impacts the entire ensemble.

#### General Member Guidelines

- Bring all music, a music stand, and a pencil to every rehearsal, and come musically prepared.
- Arrive 15 minutes before rehearsal begins so that your instrument is ready, music is on the music stand, and you are ready to begin.
- Make rehearsals a priority by honoring the Attendance Policy.
- Being a Section Leader/Principal is an honor to earn that comes with a higher level of responsibility. These members must be available for all rehearsals, and the conductors consider them "assistant conductors." They will be expected to model excellent attendance, attitude, leadership, discipline, and cooperation. Any Section Leader or Principal that is not meeting the expectations of the position may be removed from the leadership position.

- Percussionists are expected to assist in the moving, setting up, dismantling, and putting away of all percussion equipment for rehearsals and concerts. They must arrive at rehearsals at least 30 minutes prior to the downbeat to set up the section, and they need to plan to stay until all percussion equipment is put away.
- All ensemble members are responsible for breaking down their sections by stacking their chairs in a neat and orderly fashion at the end of each rehearsal.
- Respect all members' desire to participate fully without distraction. If your behavior becomes a distraction, you will be asked to leave rehearsal.
- FSYO is a guest at rehearsal and concert facilities, and all FSYO members are expected to abide by all facility rules and regulations.
- Food and drinks (except water with a closed lid) are not allowed in the rehearsal rooms.
- Pick up all trash around the rehearsal room, and return extra music at the conclusion of each rehearsal, sectional, or concert.
- FSYO makes all information about rehearsals, concerts, special events, and changes available to its members. It is the responsibility of the parent and/or member to obtain this information and to be aware of any changes. This information is electronically provided for all FSYO ensembles through the Weekly Wednesday Newsletter. Any questions about the schedule should be directed to the FSYO Operations Team.

# Policies and Agreements

## **Media Release & Hold Harmless Agreement**

The Media Release and Hold Harmless Agreement gives FSYO Members legal permission to work with FSYO and releases any liability from FSYO. This agreement also provides FSYO Staff members and volunteers access to FSYO Member medical information, in case of any emergency. This agreement must be submitted by the first rehearsal.

From time to time, member activities or achievements warrant public praise and acknowledgement. The Consent Agreement gives FSYO worldwide right and license to use photographs, videos, likeness, and any other words and symbols that identify the ensemble members in the advertising and promotion of the ensembles in any medium, without restrictions as to frequency. This agreement applies to both web and print and must be submitted by the first rehearsal.

## **Harassment Policy**

FSYO is committed to maintaining a positive learning and working environment, free of harassment or discrimination of any kind. FSYO will not tolerate harassment by or toward its members, conductors, staff, or any other individuals associated with the organization. FSYO considers harassment to be any online, social media, verbal, or physical conduct that creates an intimidating or hostile environment based on race, national origin, gender, age, religion, creed, disability, sexual orientation, or status as a Veteran.

FSYO will promptly respond to complaints of harassment and where FSYO determines that harassment has occurred, will impose any necessary corrective action. In the case of members, corrective action may include being asked not to play in certain concerts or being asked to leave the program. In the case of FSYO Staff, corrective action may include disciplinary action, including termination.

## **Sexual Harassment Policy**

FSYO does not tolerate sexual harassment towards its members, conductors, staff, or any other individuals associated with the organization. FSYO considers sexual harassment of any kind to be a serious offense and is committed to maintaining an environment free of harassment. FSYO will promptly respond to complaints of sexual harassment and, where FSYO determines that sexual harassment has occurred, will impose any necessary corrective action. Sexual harassment can be physical, verbal, and/or psychological. Sexual harassment includes behavior between any members regardless of sex or gender. Employees, contractors, members, and volunteers of FSYO are prohibited from engaging in sexual harassment of any kind in any setting associated with FSYO.

If any individuals associated with FSYO believe they are the victim of sexual harassment, they should as soon as possible inform the harasser(s) of their unease with/disapproval of the behavior (if possible); and report the incident(s) to the Executive Director, Music Director, other member of the Artistic Staff, or any member of the Board of Directors of FSYO. All information will remain absolutely confidential. FSYO will use its best efforts to complete any sexual harassment investigation within one week of receiving any complaint. FSYO will not tolerate retaliation against anyone for reporting of sexual harassment or cooperating in any investigation of sexual harassment.

## **Dismissal from FSYO**

The final decision regarding dismissal from the FSYO programs for excessive absences or unacceptable conduct will be made by the Music Director and Operations Manager in direct consultation with the Executive Director and Board of Directors.

# Tuition Payment

No qualifying student will be turned away from FSYO due to the inability to pay tuition. FSYO fundraises to provide Tuition Scholarships for musicians whose families demonstrate need. Need-based tuition scholarships are not available for the Audition Fee, Concert Tickets, or uniform cost. The Tuition Scholarship Application can be found on the Scholarships page of FSYO's website. Please reach out to [operations@fsyo.org](mailto:operations@fsyo.org) for any questions regarding scholarships.

Tuition for the 2025-2026 Season may be paid in one of three payment plans:

- **In Full**, with the Seat Deposit due by June 9, 2025 and the remaining balance due August 17, 2025.
- **Per semester**, with the Seat Deposit due June 9, 2025, first payment due August 17, 2025, and the remaining balance due January 1, 2026.
- **Monthly**, with the Seat Deposit due on June 9, and the remaining balance paid monthly on the 15th of every month by automatic payment.

FSYO currently accepts the following payment methods:

- **Cash**: All cash payments must be in an envelope with the member's first name, last name, and ensemble listed on the outside. Cash payments can be delivered in person at the FSYO Office located at 3203 Lawton Road, Suite 170, Orlando, FL 32803 or during an FSYO rehearsal. Please do not send any cash in the mail.
- **Check**: Please make all checks payable to FSYO, and checks may be mailed to PO Box 2328, Winter Park, FL 32790. Checks may also be delivered in person at the FSYO Office located at 3203 Lawton Road, Suite 170, Orlando, FL 32803 or during an FSYO rehearsal.
- **Card**: All card payments incur a 3.5% card processing fee regardless if it is a credit or debit card. This fee will be added to all card invoices, but should you choose to pay via cash or check instead, you may ignore the card fee.
- **ACH**: All ACH Payments incur a one time fee depending on the selected payment plan (full: \$2 / semester: \$5 / monthly: \$15). To opt in for ACH, please email the FSYO Administrative Team for the ACH Authorization Form.

FSYO Tuition for the 2025-2026 Concert Season

**Overture Strings**: \$580

**Prelude Orchestra**: \$680

**Sinfonia Orchestra**: \$780

**Philharmonia Orchestra**: \$880

**Symphonic Orchestra**: \$980

**Percussion Ensemble**: \$980

**Alphonse Carlo Jazz Band**: \$780

**Joseph Wise Jazz Band**: \$600

Tuition Details

- A \$100 non-refundable Seat Deposit is due on or by June 9, 2025 to secure your seat.
- The remaining tuition for the 2025-2026 Season is due on or by August 17, 2025.
- If a member withdraws for personal reasons on or before September 1, 2025, 50% of the remaining tuition due is refundable.
- If a member withdraws for personal reasons on or after September 2, 2025, none of the remaining tuition due is refundable, and the family is fully responsible for the remainder due.
- In instances of moving, serious illness, or other events beyond a member's control, the FSYO Board of Directors will review the tuition due on a case by case basis.

Available Tuition Discounts and Payment Options

- A \$30 discount on the 2025-2026 Season tuition is available if the tuition is paid in full, or the deposit and first-semester payment are made, on or by August 10, 2025. If you choose to pay by semester, the \$30 discount will be applied to the second semester.
- If needed, tuition balance may be paid in monthly installments throughout the 2025-2026 Concert Season. Please contact the FSYO office for details by emailing [agoodin@fsyo.org](mailto:agoodin@fsyo.org). You must contact the office before September 1, 2025 to request this option.
- Families with multiple members in FSYO receive a \$30 discount per member AFTER the first member. If this discount is applicable to your family, please contact the FSYO Office for an updated tuition amount.
- Members who are in multiple FSYO ensembles receive a \$30 discount on the SECOND ensemble tuition.

FSYO tuition **does not** include the cost of concert tickets, uniforms (with the exception of Overture Strings Polos), CDs, DVDs, or professional picture packages.

# Concert Information

**Please see the Season Schedule for upcoming concerts and events.**

*\*All dates are subject to change and some may be added at any time as decided by FSYO.*

Concert itineraries will be distributed to the members 2 weeks before concerts. You will receive both a hard copy and a digital copy via email.

## **Photography and Recording**

FSYO is pleased to offer professional group photographs and individual portrait sessions for sale. Order forms are distributed during the rehearsals leading up to the Season Opener.

Most FSYO concerts are professionally recorded and mastered, and these recordings will be posted onto FSYO's YouTube page in a timely manner. Concert-goers are welcome to record movies and take pictures during concerts, as long as the process does not interfere with the concert performance or other audience members. Be mindful that selfie sticks, tripods, etc. obstruct the view of other concert attendees, so if you plan to use one of these devices, please ensure you do not block the view of other audience members.

## **Concert Tickets**

Concert tickets are sold both individually and in Season Subscription packages. Concert tickets are available for sale online through [www.fsyo.org](http://www.fsyo.org). Tickets are also always available at the box office on the day of concerts.

## **What to Expect on Concert Days**

Member call times are typically between 2 and 5 hours before the concert start time. Families drop off their members to the concert site, fully dressed in their complete uniform with their instrument, all instrument supplies (strings, reeds, mutes, etc.), and all FSYO music. Members should pack a small snack and beverage with a lid as all members are required to stay on site from the time they check in until the end of the concert. This policy is in place for the safety and liability of the members. After a member performs, they are expected to stay and listen to the remainder of the concert.

Full details on specific concert days are sent out in the FSYO Weekly Newsletter. Members are also sent home from rehearsal with a printed itinerary one week before the concert.

## **Concert Uniforms**

The concert attire for each ensemble can be found in the following descriptions. All of the items listed can be found online or at department stores. If you have further questions about attire, please email [operations@fsyo.org](mailto:operations@fsyo.org). In addition to your ensemble's specific concert attire, you will also need to purchase the FSYO Polo specific to Outdoor Concerts. More information will be provided to the members and their families on how to order your FSYO polo.

Members must have their full uniform ready by the first concert in October.

## **Symphonic Orchestra and Percussion Ensemble Concert Attire**

- Black dress shirt or blouse with 3/4 to full-length sleeves
  - *No plunging necklines, rising slits, low cut backs, or displays of midriff.*
- Black dress pants or skirt
  - *Pants must be loose and flowing - nothing tight and **no jeans or leggings.***
  - *Skirts must be full length with no slits.*
- Members may also choose to wear their school's concert black dress instead of a blouse and pants/skirt.
- Black dress shoes (*no sneakers, boots, flip flops, or open toed shoes/sandals*)
- Long black dress socks or hosiery
- Long black tie (Optional)
- Black suit jacket (Optional)
- Minimal jewelry
- Hair accessories must be black, silver, or gold (*no ribbons, sequins, or sparkles*)
- Religious Head Covering (Optional)
  - *If you wear a religious head covering, please ensure it is all black.*

### **Philharmonia Orchestra, Sinfonia Orchestra, and Prelude Orchestra Concert Attire**

- White dress shirt or blouse with 3/4 to full-length sleeves
  - *No plunging necklines, rising slits, low cut backs, or displays of midriff.*
- Black dress pants or skirt
  - *Pants must be loose and flowing - nothing tight and **no jeans or leggings.***
  - *Skirts must be full length with no slits.*
- Black dress shoes (*no sneakers, boots, flip flops, or open toed shoes/sandals*)
- Long black dress socks or hosiery
- Minimal jewelry
- Hair accessories must be black, silver, or gold (*no ribbons, sequins, or sparkles*)
- Religious Head Covering (Optional)
  - *If you wear a religious head covering, please ensure it is all black.*

### **Overture Strings Orchestra Concert Attire**

- Black FSYO polo (*This polo is included in your Tuition cost and will be provided by FSYO.*)
- Black dress pants or skirt
  - *Pants must be loose and flowing - nothing tight and **no jeans or leggings.***
  - *Skirts must be full length with no slits.*
- Black dress shoes (*no sneakers, boots, flip flops, or open toed shoes/sandals*)
- Long black dress socks or hosiery
- Minimal jewelry
- Hair accessories must be black, silver, or gold (*no ribbons, sequins, or sparkles*)
- Religious Head Covering (Optional)
  - *If you wear a religious head covering, please ensure it is all black.*

### **Alphonse Carlo Jazz Band and Joseph Wise Jazz Band Concert Attire**

- Dark suit with white long sleeve button down
- Choice of tie (Optional)
- Black dress shoes (*no sneakers, boots, flip flops, or open toed shoes/sandals*)
- Long black dress socks or hosiery
- Minimal jewelry
- Hair accessories must be black, silver, or gold (*no ribbons, sequins, or sparkles*)
- Religious Head Covering (Optional)
  - *If you wear a religious head covering, please ensure it is all black.*

### **Outdoor Concert Attire** (all ensembles unless otherwise noted)

- FSYO Outdoor Concert Polo
  - *This polo will need to be purchased in addition to the items specified above for your ensemble attire.*
- Black dress pants or skirt
  - *Pants must be loose and flowing - nothing tight and **no jeans or leggings.***
  - *Skirts must be full length with no slits.*
- Black dress shoes (*no sneakers, boots, flip flops, or open toed shoes/sandals*)
- Long black dress socks or hosiery
- Minimal jewelry
- Hair accessories must be black, silver, or gold (*no ribbons, sequins, or sparkles*)
- Religious Head Covering (Optional)
  - *If you wear a religious head covering, please ensure it is all black.*

# Special Interest

## Communication

Communication with musicians and their families is essential to FSYO's success. To enable good communication, we ask that you keep the FSYO Administrative Team up to date on changes in email or home mailing addresses.

**FSYO Weekly Newsletter** is sent out every Wednesday afternoon with important information for the weekend and reminders on due dates and policies. **Please read these emails** as they contain imperative information for your family, and ensure that emails from "@fsyo.org" are not blocked as spam.

**Remind101** is the platform that we use for last minute updates and changes. All members and parents should sign up for the Remind101 platform using the information provided in the weekly email.

For instant feedback, please search the FSYO website at [www.fsyo.org](http://www.fsyo.org).

## Family Involvement / Volunteering

Families are important partners in their musician's participation and development through FSYO programs. Member success at FSYO is a direct result of dedicated parents/guardians who help their children understand the importance of practicing, being on time, and contributing to the ensemble.

Volunteerism drives passion! Come join the ranks of helpful parent volunteers and lend a hand. When you go behind the scenes of FSYO and get involved, you meet new people, discover new talents, and help produce large-scale events for your community.

Here's how you can help:

- **Rehearsal Set-Up and Break Down:** Setting up eight ensembles every Sunday takes a lot of work! If you are able to arrive early or stay late on Sundays, we need as much help as possible setting up or striking chairs and stands. Talk to the FSYO Operations Team about how you can assist.
- **Fundraising:** FSYO also has a number of fundraisers in which we invite families to get involved. Please contact FSYO's Development Coordinator, Cameron Frye, at [cfrye@fsyo.org](mailto:cfrye@fsyo.org) with your desire to assist.
- **Concert Production / Concert Hospitality:** FSYO concerts and events demand a need for volunteers. If you are interested in helping run informational tables, merchandise sales, working backstage, or passing out programs, please contact the FSYO Office by emailing [marketing@fsyo.org](mailto:marketing@fsyo.org). Additionally, FSYO transports large equipment, stands, and chairs to and from every concert location. Strong arms are always needed for loading and unloading!

## Community Service Hours

Due to the time commitment involved in rehearsing and performing with FSYO, and the immeasurable affect the concerts have on the Central Florida community, we are pleased to offer members community service hours for a full season with FSYO, as well as additional opportunities to earn hours for backstage, administrative, and fundraising duties. If your school accepts hours from FSYO as community service hours, please track your hours with the **FSYO Community Service Form**, downloadable online. We **CANNOT guarantee** that your hours will be accepted by your school. Please check with your advisor as to whether or not your time with FSYO counts toward your volunteer hours. If you receive pushback from your school in regards to approval of these hours, please contact the FSYO Office.

## Scholarships and Awards

FSYO offers hardworking and talented members a number of awards and collegiate scholarships. All awards are presented at the Finale Concerts.

- **Charles Gottschalk Award:** This scholarship is a musicianship award given to a graduating senior. The recipient is chosen by the conductors and is based on dedication, service, and musical leadership.
- **Germaine Haserot Service Award:** Three graduating seniors (one string, one wind/brass/percussion, one jazz) receive this award. The recipients are chosen by the members.
- **Dr. Joseph Wise Scholarship:** This scholarship is awarded to a graduating senior. The recipient must have continued membership in FSYO over several years, be a member in good standing, have an unweighted 3.0 GPA, and must have demonstrated outstanding leadership, musicianship, and service. The scholarship is not limited to music majors, but it must be used for music credits.
- **Andrew Lane Scholarship:** One of the Concerto Competition Winners is the recipient of this award, and they are selected by the Music Director.

- Alphonse Carlo Scholarship: This scholarship is awarded to a member in the Philharmonia Orchestra who shows outstanding musicianship and leadership.
- Carl Rendeck Scholarship: The recipient of this scholarship is a graduating high school senior, and they are chosen by the conductors.

#### **Private Instrument Teachers**

FSYO maintains a list of all musicians' private instrument teachers in order to both recognize their hard work in the annual FSYO Program and to provide a resource for the community. Please keep the office up to date on any changes.

#### **FSYO Summer Programs**

Florida Symphony Youth Orchestras' Summer Programs offer a musically enriching program for string players ages 7 to 15. (String players should be playing at a Suzuki Book 2 level or higher.) Participants are provided with a challenging and fun musical experience that includes: string orchestra and chamber ensemble experiences, chamber group coaching, instruction in fiddling and improvisation, and more. Each summer program culminates with a camp showcase presented at the end of each session. Dates for FSYO's 2026 Summer Programs will be released in the Fall of 2026.

#### **Small Ensemble Gigs**

If you are a member of the Symphonic Orchestra or Alphonse Carlo Jazz Band, you receive first priority for a number of contracted gigs and performances that are available throughout the season. Our small ensemble members play in a variety of groups and have performed for some of Central Florida's top corporations, large weddings, and intimate at-home parties. Ensembles consist of high achieving FSYO members who rehearse together in duos, trios and quartets. FSYO provides members with a library of music to ensure diverse musical selections for party guests as well as making public to patrons the ensemble's repertoire. Members must be available for travel within the immediate Central Florida area.

# Donate

FSYO's programs would not be possible without the support of individuals, corporations, and foundations. Concert tickets, tuition, and other earned revenue only make up 50% of the total operating budget, and we rely on fundraising to bridge that gap. FSYO makes a concerted effort to keep tuition low and offer need-based scholarships, both of which would not be possible without fundraising.

## Individual Gifts

FSYO depends on the generosity of individuals! In challenging economic times, individual gifts of any size are critical to the survival of one of Central Florida's oldest and most cherished music education programs.

There are many ways that individuals can support FSYO:

- **Give to our Annual Campaign:** A gift to FSYO supports our mission and offers high-level music education to Central Florida students from different 10 counties. A donation can be given in honor of someone else or as a tribute. All cash gifts are tax-deductible to the extent allowed by law.
- **Make a monthly contribution:** By making a recurring monthly donation to FSYO, you can help sustain our operations, making a larger impact over time.
- **Employer matching gifts:** Many companies offer matching funds for employee donations, enabling donors to make a bigger impact. Ask your employer to find out if they participate in a matching benefit and their requirements.
- **United Arts Collaborative Campaign:** From December 1 through April 30, individuals can make donations to FSYO through United Arts of Central Florida. Individuals can choose to make a gift, pledge a gift and pay at a later time, or make a workplace gift that will come out of their paycheck. Gifts made through the United Arts Collaborative Campaign for the Arts are eligible to be matched by United Arts of Central Florida.
- **Recommend a Grant from your Donor Advised Fund:** A Donor Advised Fund (or DAF) is a flexible vehicle for charitable giving and a cost-effective alternative to establishing a private donation. Donors make an initial, irrevocable gift of cash or stock to a DAF at a sponsoring organization and are then able to make annual recommendations for grants to charitable organizations. Contact your DAF provider to make a grant recommendation for FSYO.
- **Make a Charitable Distribution from your IRA:** Qualifying individuals 70 ½ years or older can donate all, or a portion of, their required minimum distribution directly to charity. Contact your financial advisor or IRA administrator for more information on how to direct your qualified charitable contribution to FSYO.

Donations can be made on our website, [www.fsyo.org/support-fsyo](http://www.fsyo.org/support-fsyo). No amount is too small to make a difference!

## Corporate Support

Florida Symphony Youth Orchestras continues to provide the highest quality and most enriching musical experiences for its members and audience members each year. Whether it is a concert at the Linda Chapin Theater, Mead Botanical Garden Amphitheater, The Grove, a private concert, or a display of musicianship in Central Florida's public schools, FSYO is recognized as one of the premier youth orchestras in the Southeast.

FSYO's Corporate Sponsorship model provides organizations the opportunity to make a Season-long impact by directly supporting one of FSYO's ensembles. By sponsoring an FSYO ensemble, your company is directly uplifting the next generation of young musicians. You have the ability to make an impact on Central Florida music students by sponsoring the ensemble that they participate in on a weekly basis!

There are several ways that companies can contribute to FSYO:

- **Season Ensemble Sponsorships:** Make your impact by sponsoring an FSYO Ensemble!
- **Event Sponsorships:** There are options to support FSYO through a single event sponsorship during the Season.
- **Program Ads:** Reach a new audience for your products or services with an FSYO season program ad.
- **Newsletter Sponsorships:** Sponsor and place your ad in one of FSYO's monthly newsletters.

**FSYO is a nonprofit 501(c)(3) charitable organization.** For more information on supporting FSYO, please contact FSYO's Development Coordinator, Cameron Frye, at [cfrye@fsyo.org](mailto:cfrye@fsyo.org).

# **ACKNOWLEDGMENT & RECEIPT OF FSYO'S POLICIES**

On the member's Letter of Intent (LOI), please acknowledge that both the member and parent have received, read, and understand FSYO's policies. This handbook can be found on the FSYO website, [www.fsyo.org](http://www.fsyo.org), under the Parents/Members Documents section. By signing the LOI, you agree to abide by the policies and procedures that have been set in place by FSYO.